

THE TURNTABLE

VOL 2 NO 4

RICHMOND, INDIANA

APRIL 1966

WKBV SALUTES PLANT

Ted Westbrook, WKBV news chief, was busy here March 30 and on succeeding days tape recording information from employees for a program to be aired Sunday, April 10, on WKBV. The program, WKBV Salutes Mercury Record Mfg. Co., will include interviews with employees who will explain the various production processes necessary to produce an L.P. record and the album. The broadcast is to be aired at 1 p.m.

WITHHOLDING CHANGES

On May 1 a new system for withholding Federal Income Tax from pay checks goes into effect. Besides changes in the rates, there will be separate rates of withholding for married and single persons. Married employees hired here before April 4 must file a new W-4 withholding form before April 25. If this form is not filed, payroll will make deductions according to the new single rates instead of the new married rates effective May 1.

See additional information on bulletin boards.

GOING TO SCHOOL?

Many employees are attending formal education classes at Richmond Senior High, Earlham - I.U. Center, Richmond Business College and at other schools.

Would you help us prepare a news report on people taking such courses? If you are now taking a formal course, list your name, job title, department and shift on a slip of paper together with the title of the course you are taking, where you are taking the course (college, high school, etc. name) and what is your objective in taking the course, if you care to tell us. Turn the information in at the Personnel Office.

STEINBERG NARM KEYNOTER

"Profits" was the keyword used by Irwin Steinberg, Executive Vice President of Mercury Record Productions, Inc., in his keynote speech to delegates of the NARM (National Association of Record Merchandisers) convention meeting in Miami, March 7.

Illustrating his "Planning For Profits" message with slides, Mr. Steinberg presented material to show that profits in the record manufacturing industry have not kept pace in recent years with profits in other industries groups. In the years from 1961 to 1964, while manufacturers in general were experiencing increased profits, the record manufacturers found profits continuing to decline.

Mr. Steinberg cited the need for "unremitted planning" to achieve profit goals. He explained that "the dynamic opportunities of this growing and changing economy provide a highly profitable environment for those prepared to adapt to it."

Speaking of quality and service, he said "... in an expanding economy with high income levels, price is less important than are quality and service..."

To further illustrate the need for profit planning and good management, Mr. Steinberg pointed out varied profit experiences of record merchandisers indicating that the profit differential was in large part due to good management and sound financing policies.

To point out how "cost reduction" can increase profits, Mr. Steinberg gave this example: To realize a profit of 5 per cent on sales it is necessary to sell \$20 worth of merchandise to make \$1 profit, a ratio of 20 to 1. But a \$1 reduction in distribution costs will also yield a profit of \$1, a ratio of 1 to 1.

The speaker suggested that a pre-ticketing system designed to inform retailers on a daily basis of which products are moving should be adopted by the industry. He suggested that the convention name a committee to study the possible installation of such a system at



IRWIN STEINBERG

the manufacturing level "in order to increase our merchandising professionalism."

In concluding his talk, the speaker expressed the need for an "Inquiring Mind", one that asks: "Why do we do it this way? Why do we do it at all? Even if we had to do it this way once, do we have to keep on doing it?"

This type approach, according to Steinberg, can pay off in building orderly growth along with better products, better services, and better profits. He stated, "There is a broadening consumer market for quality and quantity. Our unique product provides us with a rare opportunity to participate more fully in the nation's fast growing leisure time industry."

Mr. Steinberg foresees a billion dollar record industry in today's market if the industry can, by continued planning effort, gain its share of the consumers' dollars.

NOTE: Material for the May issue of TURNTABLE should be turned in to personnel office before April 29. May issue is to be distributed May 6.

Published by and for the employees
of Mercury Record Mfg. Co.

Editor.....James Mathewson

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Jackie Craig

Jane Harrison

Mary Smith

Donna Garner

Lucille Fister

Al Reeves

Carolyn Patterson

Marcella Johnson

Hazel Willis

Dave Robertson

COOPERATION KEY TO SUCCESS

Our company has accomplished many things since its beginning. Some of these accomplishments were "firsts" in the record industry. They were made possible by you the employees working together with a firm determination to succeed in producing a quality label, record album and shrink wrap. Each department in producing a quality component, contributes to the quality of the final product. All of us, by increasing interest and pride in our work, can contribute more to the continued success of our company, until one day it may be the largest record manufacturer in the industry.

We should keep in mind that an efficient, progressive company is a more pleasant one in which to work and is in a better position to do more for its employees.

I am sure every employee will continue to cooperate in accomplishing our goals. I am also sure that every employee is proud to work at Mercury Record Mfg. Co. and is equally proud of the products we produce. Let's all work hard to keep it that way.

George Moore, Production Manager

ALBUMS

Robert Hubble is back to work after Army service at Ft. Ord, Calif. He enjoyed his return trip which included sight-seeing at Beverly Hills, Hollywood, MGM Studios, Los Angeles, Disneyland and Grand Canyon. He also went surfing at Pebble Beach and tried his luck at the Golden Nugget in Las Vegas.

Newcomers in the department are: Charles Taylor, Albert Brinegan and Paul Carden, (Die Cutting)

Paul Carden escaped with only minor injury following an auto accident March 25 which took the life of Jackie Lee Byrd, an employee in albums. Carden was a passenger in the car in which Byrd lost his life. Fortunately, Carden was thrown clear in the crash which also cost the life of three year old Robert Irvin. Shirley King has left the hospital, but is still on the sick list and is recovering at home.

John Jones made a three day trip to Rockeohan, N.C. recently to see the Peach Blossom 500 auto race. He reports Plymouth outperformed Ford.

INSPECTION

Marie Riley has been confined to her home with several broken ribs, the result of a fall.

Roger (Lucky) Block won a transistor radio at the Richmond Home Show.

New workers in the department are: Paul Brooks from Hamilton, Frank Goodwin, Richmond, and Marvin Bronston formerly with Philco at Connersville.

Employee Dies In Auto Accident

Jackie L. Byrd, Albums, 75 West Central, Camden, Ohio, was killed in an auto accident March 25. The accident happened about 5 miles south of Richmond on U.S. 27. Burial was made Monday, March 28 in Valley Grove Cemetery Connersville. He is survived by his father, a brother, and three sisters.

Perhaps you don't think much of me at times, but if you were to wake up some morning and realize you didn't have me, you would start the day with an uneasy feeling. From me you get food, clothing, shelter, and such luxuries as you enjoy.

Considering the fact that you need me, not only for the material things in life, but spiritually, as well, I wonder that you sometimes neglect me as you do.

What if I should get away from you? Your happiness would flee for a time at least, and your friends would worry, and your bank account would dwindle. So after all, I'm pretty important to you.

Cherish me. Take good care of me and I'll take good care of you. . . I am your job.

....From The Belden News-
Contributed by Carol Holsapple,
Shipping.

Quiet people are not the only ones who don't say much.

COMPRESSION, 2nd

Beulah Ratliff was hospitalized recently and is now recuperating at home.

Shirley Crutchfield is the proud owner of a 1964 Dodge Dart which she purchased recently.

We express our sympathy to Fay Gray whose sister-in-law, Molly Gray, passed away March 23.

Our sympathy is also expressed to David Mayse whose father-in-law died March 29.

We welcome new employees Sid Carpenter, material handler; Bill Riggs, plate mouter; and Charlie Freeman, material handler.

Sherry Ritchie's 13 year old son Phillip recently won a set of Italian wall plaques and some perfume when he was called on WHON's Lucky Chest program. Lucky number was turned in at the Home Show.

FOR SALE

Osterizer and blender (with jars) \$50, clock radio (white) \$15, auto. washer \$100, 2-burner elec. hot plate \$20, elec. alarm clock \$3, president spoon collection (all but Johnson) \$35, 20" elec. fan \$15, travel iron \$6, portable elec. sewing machine \$35. See Marilyn Martin, D.J. Dept.

FOR SALE

2 bedroom, 10 by 55 ft. trailer. Take over payments. Balance \$1800. See Winston Defrie, Insp., 1st.

Lester Gray, Shipping, birthday March 26.

MORE IMPROVEMENT IN HOUSEKEEPING NOTED

While nobody is claiming that the AJAX knight rode through his department, supervisors and foremen with the cooperation of employees have made some definite improvements in the appearance of their areas.

Bob Roberts and Charles Risselman directing the clean-up in the Maintenance Department are pleased with the work done by their employees to spruce up the area. Removal of old parts and odds and ends stored in a section of the maintenance area has made a vast improvement. Mr. Roberts is now located in a new office adjacent to Mr. Risselman's office.

Shipping employees have special housekeeping problems with six floors to keep orderly, but Ty Berry reports they have made their area look better in spite of all the material that goes in and out. Others who have been in the department will agree.

Data Processing has helped the clean-up campaign by disposing of millions of processing cards stored until recently outside Camera Department.

Lou Hubble with the help of his employees is working to get the Album Covers Warehouse into shape. They are machine counting the stock and making a cleanup of the area at the same time.

FOR THE GIRLS

Wilma Harrison, Comp., claims the following recipe for Banana Cheese Dream Cake is really dreamy. Why don't you try it and see what it does for you?

Ingredients include: 8oz. Phila. cream cheese, 1 cup sugar, 2 mashed bananas, 1 cup boiling water, 1 pkg. orange pineapple jello, 1 large can cream (Pet, Milnot, or Carnation) chilled, 3 Tbs. lemon juice, 3 Tbs. oleo, 1 cup graham cracker crumbs.

Cream the sugar and cheese and add bananas. Let jello cool after adding boiling water. Mix together and let set till mixture thickens some.

Whip cream, add lemon juice, and mix into above. Mix oleo (melted) with crumbs. Press into 13 x 9 inch pan. Pour in mixture and let set.

If you want crumbs on top, double amount of oleo and crackers.

Now that the leaks have been plugged in the Compound batch mixing and distribution system Roy Flatter has the area looking very neat in spite of the amount of material handled in the area.

One floor up from Compound Department, the warehouse area used by Ralph Gause and his crew to store materials is being cleaned up too.

COMPRESSION, 1st

Vacations are coming back into the news, several employees have already taken vacations just to "rest up a bit" or to "clean house".

Julia McFarland and husband traveled to Detroit and Columbus, Ohio, to visit relatives.

Lola Preston was a recent \$10 winner in one of the local store's bingo contests.

Nancy Hollingsworth's daughter, Charlotte Lynn, marked her 1st birthday in the hospital where she was confined for 15 days with pneumonia. Her birthday didn't go unnoticed as a cake and toy were provided to celebrate the occasion. She is now at home again.

Georgia Prewitt has been ill and hospitalized the past several weeks. We wish her an early recovery.

Alverta Hosier's 15 month old grandson, Mikie, has been in the hospital several weeks following surgery on his leg. She expects he will be there several more weeks.

The girls' "Slim Down for Summer" contest has had good results. About 10 girls were in the contest for a 2 month period. After weighing in each week, the gainers put \$.25 in the pot for each pound gained. The one losing the most weight at the end of the period took the pot. The winner lost over 28 pounds and enough money for a new dress. Winner's name was not revealed, but look for someone who is minus 28 pounds.

We welcome these new employees: Keith Burns, foreman; Joe Hubbard, Doug Slifer and Allen Henderson, stock handlers, and Joe Martin, plate setter.

Mary Bullock (Quality) entertained 25 persons recently at Sunday dinner in honor of her son, Louis, who leaves for military service April 5. Thomas Arthur's wife and two children were in an auto accident

Housekeeping is a day to day job in a plant such as ours. If the task is let go appearance, efficiency and safety take a turn for the worse. It's like stacking the dirty dishes in the sink for days on end. By the time we finally face up to the fact that the job must be done, it has become a gargantuan task and we start with low morale.



GARY ALLEN

The handsome young man above is the son of Mildred Allen, Quality Dept., and she has good reason to be proud of him.

Gary is an elder (minister) in the church of The Latter Day Saints and is now serving in the missionary field at New Addington, Croydon, Surrey, England.

He is enjoying his mission and the opportunity to see England. He will be there for two years and hopes to be able to tour Europe before returning home in the summer of 1967.

Gary is a 1964 graduate of Richmond High School. Following his graduation he attended Brigham Young University at Salt Lake City.

March 25. Mrs. Arthur and the little girl escaped injury. Tom is a plate moulder.

Ruby Robinson was informed March 28th she was winner of 15,000 Top Value stamps from a local store.

Our sincere sympathy is extended to Marie Winget whose sister, Mrs. Melvin Hill of Beaumont, Texas, passed away March 24.

L.P. RECORDS PRODUCED BY COMPRESSION DEPT.

Compression molding is an ancient art, but today's modern hydraulically operated presses represent a stage in the development of the art far removed from the days when signet rings were used to impress the owner's mark upon the seal of a document.

Each of the 58 presses in our Compression Department has the capacity to produce one L.P. record every 38 seconds. Total production of the department ranges from 40,000 to 50,000 L.P.'s per day depending upon the number of presses operated, the length of time they are in production, and the efficiency of operation.

An average month's production will consume about 250,000 pounds of PVC plastic resin, the basic ingredient in the plastic compound used to mold records.

This department employs more people than any other in the plant. Approximately 85 persons are required to meet normal, 2 shift, production requirements.

Women employed in the department include 52 press operators and 5 counter girls. Male positions include 11 plate mounters, 8 material handlers, 4 maintenance men, and 5 foremen. (Visual and audio inspectors also work within the department, but their work will be described in future features on the Inspection and Quality Control Departments.

Production Control has two employees in the department who operate the productograph machine and issue pressing orders to the counter girls who in turn assign them to the presses.

The productograph machine is a unique piece of equipment which not only counts the records produced by each press, but keeps a charted record of its production and down time. The charts are coded so that the reason for down time can be read from the chart and tabulated.

Each press operator has a telephone to contact the productograph operator when material, a plate setter, or maintenance man is required. The productograph operator obtains the material or services by announcing the request on the P.A. system. Production orders are assigned to presses by the counter girl who will also see that labels and stampers are provided. She also checks the first records run for off-center condition and weighs the record and the raw material.

Material handlers provide sleeves, albums, boxes and spindles (to stack records) as required. They also deliver finished stock to inspectors.

Labels are the paper discs on each side of the record which identify the record. Stampers are metal discs made by an electro-plating process in our Matrix Department. Two stampers, one for each side,

are required to mold a record. The melted plastic compound is squeezed between two stampers mounted in the mold halves of the press. A plastic extruder machine measures out the correct amount of melted material for each record.

Each press operator station has two presses, an extruder, and an edger which trims off the excess material from the record edge. Trimmed material is carried away on an overhead chain conveyor.

Operating the presses requires considerable coordination to keep the process going. Much of the operation is automatic, but the operator must actuate parts of the cycle.

The presses open automatically. The operator removes the record, places it in the edger, turns on the edger, pushes button to set label locating pins, places two labels, puts material from extruder into the press, closes press, removes record from edger, visually inspects record and inserts it into sleeve or album, or places it on a spindle. Operations are then repeated on second press.

The molding conditions must be carefully controlled to maintain quality of the record. The "boomer", measured material extruded to make the record, is heated to 190 degrees. The two halves of the mold are steam heated to 300 degrees to form the record and then cooled by water to 100 degrees to solidify

(Continued Page 5)



Press operators shown in the Compression Department are: Flossie Barker, left, who has been a press operator for 8 years. She is lifting a record from the edger. Sara Detharidge, center, is taking a measured shot of material from the extruder. She will place the material in the press and close the clamp. Sara has been a press operator for 5 years. She came to America as a G.I. bride from Middlesex,

England. Shirley Estridge, right started as a press operator last December 9th. She is placing the labels in the press. The stampers from which the records are formed are located in the two halves of the mold, one in top half and other in bottom half. The white gloves are worn to protect the records.



-----Palladium-Item Photo

The fishing was pretty good Tuesday evening, March 22, in a gravel pit northeast of Richmond - Mark Laymon, shipping, is shown above holding a large mouth bass which tipped the scales at 9 pounds and measured 21 inches stem to stern. He took the fish from the gravel pit using a night crawler harness with black plastic worms.

L.P. RECORDS

(Continued from Page 4)

the material. Alternate cycling of the water and steam are controlled by pyrometers (Temperature measuring device), time delay relays, and timers. Record is formed in the mold (between stampers) under a clamp pressure of 250 tons.

An elaborate compounding system was installed in 1965 to mix the resin, stabilizer, and carbon black to make the molding compound and distribute it to the extruders.

Close cooperation of the employees and foremen of this department is required to meet production requirements. Plate setters, men who mount the stampers in the presses, must be ready to change or adjust plates. Maintenance men are on standby, alert for mechanical failures. Foremen oversee the entire operation assisting particularly in getting new orders running, starting up machines, training new employees, and trouble-shooting to hold quality requirements.

Much of the success of our organization depends upon the efficient operation of this department. Here is where the listening quality goes into the record, and it's the record that goes on the customers' turntables.

Be sure you can stop before you start.

COMMENTS ON SPORTS

by Dave Robertson

Mercury Record's basketball quintet finished the regular season with a record of 12 wins and 3 losses. The losses were to NATCO, Automotive Gear, and AVCO by a total of only 10 points for the 3 games.

Our team started the elimination tourney against AVCO and reversed a previous game score winning 69-57 in a hotly contested game which saw 3 AVCO players ejected from the game. High scorers for Mercury were Lester Cornelison with 21 and Junior Fellers with 15.

In the next tournament tilt Mercury defeated Perfect Circle No. 6 by 87-71. High scorers were Dick Wisel 33 and Lester Cornelison 15. In their third tourney game, Mercury's team was upset by the Dana Darts 67-59. Leading scorers again were Cornelison with 17 and Fellers 15.

The plant's team finished the season with an excellent record of 14 wins and 4 losses including the tourney play.

Other members of the team included Troy Smith, Ron Graf, Tom Stevens, John Martin and Roy Flatter.

SOFTBALL

With the softball season just around the corner, Tony Norton, Engineering, has asked that those interested in playing on the company's team contact him for information. Practice sessions will begin as soon as weather permits.

ACCOUNTING

Penny Gabbard recently became the mother of a baby boy. The baby has been named Todd Darren.

INJECTION

Cecil Smith's daughter and former employee, Carol Thomas, will sing at McGuire Hall, Richmond Senior High, Easter Sunday. She is with a religious group called The Temple-tones.

FOR SALE

If you are interested in comfortable and well wearing shoes, contact Bill Hakes of the Camera Department for: Ortho Vent Stewart-McGuire arch and cushion support shoes for men, women and children.



The Productograph machine is a unique piece of equipment which keeps tab on the operation of the presses in the Compression Department. The machine is operated by Production Control personnel.

Betty Isaacs, above, is talking with one of the press operators. Betty has been with the company one year. (See feature story this issue on Compression Department.)

PRINTING

Mr. and Mrs. Bob Kennedy and Mr. and Mrs. Riley Baylor went to the Sports Show that was held in Chicago recently. Camping and sports equipment of all kinds were on display and many of the states had booths set up to advertise vacation attractions in their states, and films were shown on various vacation spots of the nation. A tournament was held on bait casting. They enjoyed talking to Col. Sanders who was at the Kentucky booth.

CAMERA

Weldon Blakeley of the Camera Department was confined to Grandview Hospital in Dayton for treatment of a circulatory ailment, March 22.

LABELS

Sandy Clark has received word that her brother Virgil will soon be stationed in Viet Nam.

WANTED TO RENT

5 or 6 rooms, half of double, or house, must be modern and unfurnished. Can furnish references. Contact Freddie Fortner, Shipping, 2nd.

Take things as they come not as you leave.

Introducing



JOE LONG (above) is the first replacement in "The 4 Seasons" lineup in the 10-year history of the famed quartet. He replaces bass Nick Massi who left the group in early February to stick close to his New Jersey manse.

Joe is 24 years old, an even six feet tall, weighs 175 pounds, and is unmarried.

He is an experienced entertainer. His own 5-piece group broke up in 1961 when service calls took its toll of the group. A long time fan of The 4 Seasons, he has a complete collection of their discs.

Birthdays

Sandy Clark, Labels, April 16. Ruby Ward, Labels, April 18. Marie Roszell, Comp., 1st, April 7. Margaret Jones, Comp., 1st, April 16. Georgia Prewitt, Comp., 1st, April 29. Doris Collett, Comp., 2nd, April 1. Mary Smith, Comp., 2nd, Tester, April 2. Jean Berry, Comp., 2nd, April 25.

HARMLESS HORSEPLAY???

Have you ever cautioned your children, "Quit fooling around before someone gets hurt"? And perhaps you have had the experience in which it was too late to give the warning because someone was already hurt.

Some of us are much like children in this respect. We like to participate in "horseplay". Accident reports for the nation show that over 1,000 employees are injured or killed every year because of so called horseplay. A person's life is a high price for a little fun.

There is no such thing as harmless horseplay. Sooner or later someone will figure out a new way to make fun and someone is sure to get hurt or killed.

Arbitrators take a dim view of horseplay particularly when it can be shown that the individual prankster showed a disregard for the safety of fellow employees, and they have supported the discharge of employees engaged in such activity.

Don't add to the hazards of your job or the jobs of other employees by engaging in so-called "harmless horseplay."

MAR. RECORD RELEASES

..... Information furnished by Dorothy Kachinsky, Production Control Department.

PHILIPS

PHS 600-203 - Karl Swoboda - Dancing Zither
PHS 600-204 - Claude Bolling Sextet - Two Beat Mozart
PHS 600-205 - The Mystic Mood Orchestra - One Stormy Night
PHS 900-092 - Bernard Haitink Conductor-Sebelius Sym.
PHS 900-096 - Kadi Laretis, Pianist Hendemith Ludus Tonalis
PHS 900-101 - London Symphony Orch. Symphonic Fantastique
PHS 1-703 - Dusty Springfield - Everything's Coming Up Dusty
PHS 600-200 - Teresa Brewer - Songs for Our Fighting Men
PHS 600-206 - The Flamingos - Their Hits Then and Now

Good Eating

Edna McFadden offers the following sure-fire recipe for "Apple Stack Cake."

Ingredients: 3/4 cup sugar, 1/4 cup molasses, 1 stick butter, 3 eggs, 1/2 cup buttermilk, 2 teasp. baking powder, 1 teasp. soda, 1/4 teasp. salt, 1/4 teasp. each of cinnamon, nutmeg, allspice and ginger, 6 cups flour or more if needed.

Blend butter and sugar, add eggs, molasses and buttermilk.

Mix dry ingredients. Mix all together like cookie dough. Bake in very thin layers. This will make about 8 layers.

Use about 16 oz. dried apples. Cook apples sweetened to taste and flavor with cinnamon. After apples have cooled, spread between the layers.

FOR SALE

1961 Chevy convertible, power brakes and steering, \$795. See Darrell Allen, Insp., 1st.

Anniversaries

Alma Ward, Labels, April 29, married 22 years. Ines and Bill Estridge, Comp., 1st, married 20 years, April 25. Jean Berry, Comp., 2nd, April 14.

You Too Can Lose Try This Method

Claiming that it works, but assuming no responsibility if it doesn't, Mayme Spurgeon has submitted the following dieting program.

BREAKFAST - 1/2 grapefruit or unsweetened grapefruit juice, 2 eggs, any style, bacon-up to 12 slices, coffee or tea without cream or sugar.

LUNCH - 1/2 grapefruit, meat-any style and amount, salad-as much as you want with any dressing containing no sugar, coffee or tea-black.

DINNER - 1/2 grapefruit, meat any style or amount with gravy not thickened with flour, fish can be substituted for the meat. Any green, yellow, or red vegetable, as much as you can eat, also salad, coffee or tea-black.

BEDTIME SNACK - Tomato juice or skimmed milk.

At each meal you can eat until full, but don't skip anything. The combinations are important. The grapefruit is important as a catalyst to help burn fat. Cut down on coffee, limit yourself to one cup a meal. No eating between meals.

Note that the diet completely avoids starches and sugars. You can eat what the family eats except desserts, bread, and white vegetables.

Don't expect to lose weight the first four days, but you will suddenly drop five pounds the fifth day. Thereafter you'll lose one pound daily until the 10th day. Then you should lose one and one-half pounds every two days until you reach your desired weight. Happy dieting.

FOR SALE

1957 Ford: 4 door, V8, auto. trans., clean, good condition. Contact Mildred Ingram, Engineering, or call Liberty 458-5071.

Married

Carol Loy, switchboard operator, became the bride of Richard L. Dauer, Saturday, March 5, in a ceremony performed at the First Brethern Church, West Alexandria, Ohio. The couple will reside at Timmons Trailer Court, New Paris, Ohio. Mr. Dauer is employed at Rodefild's in Richmond.

SHIPPING, 1st.

With the coming of spring and warm weather comes a yearning to be outdoors - often known as spring fever. Robert Stapleton has found a way to get outdoors. Bob is a farmer and will be leaving his job here soon to go back to farming his 274 acres. Along with the usual crops of corn, wheat, hay and soy beans, he reserves from 40 to 50 acres for raising tomatoes. Bob, his wife, and three children do most of the work but hire help for harvesting.

Help is needed mainly to pick the tomatoes. Bob provides living quarters for migrant workers who help harvest the crop.

Employees in shipping enjoy Bob's sense of humor and hope he will be with them again next year when the tomatoes are picked and the corn is in the crib.

Manfred Tuttle has joined us as a new employee. He has had 31 years of postal service experience, 21 years in Richmond. Other new employees include: Albert Mollo, Lester Gray, and John Greer. Transfers from second shift include: Joe Plankenhorn and Kenny Riner.

Congratulations to Sherril (Junior) Fellers, father of a new sonborn March 8.

SHIPPING, 2nd

James Amyx spent a week's vacation in Ft. Wayne where he visited with his wife who is still confined to the hospital there.

We offer our sympathy to Gene Broderick whose grandfather passed away March 11.

New employees in the department are: Robert Tincher, Gerard Neilson, Charles King, Michael (Beatie) Lewis and Walter Dow. Harvey Himes has been transferred from 1st. shift.

No matter how rich you are, knowledge can be acquired only on the installment plan.

You Should Know



MARY CROWELL

Mary Crowell, Matrix Department, has worked in the valley for some 24 years. She and husband, Walter, who works in the Injection Department, make their home, and part of their livelihood as well, on a 123 acre farm near Lewisburg, Ohio. A daughter, Mary Louise Blankenship, is teaching first grade at Brookville. The Crowell's operate their farm primarily to raise Black Angus cattle for market. Mostly grain crops are grown as feed for the cattle.

To allow for the 45 minute drive to work and other morning chores, Mary gets up about 5 A.M.

Her work at the plant consists mainly of seeing that the Matrix Department's products are in the right place at the right time.

Mary keeps track of acetates received from the New York studios, and masters, mothers, and stampers which are made by a nickel plating process in the Matrix Department. She also takes care of seeing that job orders for mothers (a plate used to make stampers) to be exported are filled. Shipments of these

mothers are made to the Philippines, So. Africa, New Zealand, Venezuela and other countries.

A very important part of Mary's job is to keep a file of all acetates, mothers and masters. She cross indexes record catalog numbers and the numbers of the A and B sides of 7" records for reference use. A check of these numbers against numbers on label copy is made by Mary to insure that the correct acetates are used and that the numbers on label copy are correct.

At home Mary has been active in community and school affairs. She especially enjoys her church activities. But, she finds she misses many of the school activities she once engaged in when her daughter was still in school.

Changing Scenes

Lester Cornelison started as Draftsman in the Engineering Department March 3. He was formerly in the Inspection Department.

Harold Williams began a new assignment March 15 as Trouble Shooter for the Production Manager. Harold was a foreman in Compression.

Keith D. Burns accepted a position as Compression Foreman starting March 15. He formerly owned and operated Burns Sohio Service in New Madison, Ohio, for a period of 11 years.

Brilla Weilenman started March 21 as Productograph Operator. She replaces Betty Isaacs who is expecting a family addition. Brilla had worked for Graphic Press.

Oda Collins, who was with Viking Sprinkler, Cincinnati, replaces Barbara Franklin as Status Clerk in Production Control. Barbara will take over as Control Center Clerk for Mildred Ingram who has accepted the new position as Lab Technician for the Engineering Department. Oda started work here March 21.

Connie Lephart began work in Accounting Department March 21 as Production and Performance Clerk succeeding Arlene Moore who will fill the position of Inventory Clerk vacated by Vivian Moore. Vivian resigned March 25 for other employment. Connie was with Marsh Supermarkets Inc. in Yarktown, Indiana.

Barbara Myles is a new addition to the Accounting Department. She started here March 21 as Accounts Receivable Clerk replacing Betty Lou Davis who resigned for personal reasons. Barbara had been a cashier for Haag Drugs, Richmond.

Jim Johnson assumed larger responsibilities March 14 as Materials Expediter under the Materials Manager. This is a new position. Jim was previously working in the Accounting Department.

Gaylord Lynn started March 28 as Album Scheduler. He transferred from the Printing Dept. where he was a 2-color journeyman press operator. He succeeds Gene Smith who will leave the company April 15 and will be inducted into service April 28.

Geraldine Frith, with Star Girl, Inc., is pinch hitting for Leslie Corn as Mail Clerk. She is a former AVCO employee. Donna Axe resigned March 24. Her last position here was Mail Clerk.

MILLER'S POPULARITY SEEN AT CLOWES

Roger Miller played to a full house at Clowes Hall in Indianapolis, March 16. He was joined by "The Good Time Singers," a group of two girls and seven young men, in entertaining a most appreciative and responsive audience.

Roger's performance may have been sparked by the recent successes he has scored in the entertainment field. The night before his appearance at Clowes, he received six Grammy Awards presented by fellow members of the National Academy of Recording Arts and Sciences meeting at Nashville. This broke his own record of five similar awards in 1965. This year's awards were for "King of the Road" which nailed down prizes in 5 categories and the sixth award was for his Smash album "The Return of Roger Miller."

On March 17 announcement was made that Miller will appear in a 30 minute weekly color telecast for a 39 week period. First of the NBC Miller programs is scheduled for airing, Wednesday, Sept. 12, at 8:30 PM (EDST). During the same week, Roger also received his fourth gold record. This one was awarded for a certified \$1 million in sales for the album, "Dang Me Chug-A-Lug."

Reviews of his Indianapolis performance indicate that he is not only a singer, composer and musician, but a wit as well. It was reported, he could easily make it on his own as a comedian, if he ever ran out of songs.

He offered one song, "Naptown", which he composed right on-stage. Heavy applause greeted his favorite hit songs as they were introduced into the program.

One reviewer commenting on the show said, "The Good Time Singers" were swingers. And Roger Miller, like his record label, was a SMASH"

D.J. NEWS

Sp/4 Ronald E. Patterson has reported to Ft. Gordon, Georgia, after spending leave with his family. He is the son of Almar Patterson, Purchasing, brother of Judy Kemker, Repack, and of Carolyn Patterson, D.J.

A/3 Charles Woods has reported to Forbes Field, Kansas, after spending leave with his family. He is a brother of Marjory Woods, D.J.

Windsor Church Group Shown Through Plant

Twenty-eight young people and adults from Windsor Christian Church near Parker, Indiana, toured the plant Friday evening, March 25. Reverend Harold Shaw, brother of Lloyd R. Shaw, Plant Manager, is pastor of the Windsor Church. The group was escorted through the plant by Mr. Shaw assisted by Mr. Mathewson and Mr. Hoover of the Personnel Department.

The man of the hour was once a boy who made every minute count.

LYNN SCOUTS TOUR PLANT

Members of Boy Scout Troop 69 of Lynn visited the plant March 17 to see the processes involved in producing records and albums.

There were 25 scouts and 10 adults in the group. Scoutmasters are Tom Anderson and Barney Culbertson.

Ed Abrams, personnel, Bob Roberts, maintenance, and Everett Burns, compression, assisted with the tour.

QUIZ CONTEST

Gaylord Lynn, printing, has submitted the question for this month's quiz. To enter the contest place your name, department, and shift on your answer sheet and drop the sheet in the quiz box at the switchboard. Contest ends 2 weeks from date paper is distributed. This month's prize-two L.P.'s of your choice.

The Question: "Joe has a number of records which he decides to divide among three friends. He gives half of them to Ted, but Ted gives back 10 he didn't care for. Joe then gives half of what he has to John who gives back 9 records he didn't like. Now Joe divides equally with Lou who gives back 3 discs which aren't to his liking. Joe now has 28 records left. How many did he have to start with and how many did each man have after the records were divided?"

Your answer must include the solution, not just proof of correct answers. The problem can be solved by arithmetic or algebra.

Correct solutions will be posted on the bulletin board in the lobby at end of contest. First correct solution drawn wins.

CREDIT UNION - HOURS

Richard Wheeler, Treasurer of the Credit Union, will be in the office, 2nd floor opposite entrance to Labels Dept., from 1 to 3 p.m. daily to transact business.

Safety Notes

The month of February was not only a month of famous birthdays but a month full of injuries. Our first-aid register shows a total of 75 injuries treated ranging from small paper cuts to an accident involving 32 days of lost time. Two lost time accidents accounted for 34 days of lost time.

Eleven cases involved heat burns, 7 in the Compression Department.

Thirty cuts were treated including 7 from plates, 8 from paper.

Four persons were treated for eye irritation caused by a foreign body, one case had to have the attention of an eye specialist. This one case in particular pointed out again the need to wear eye protection when performing tasks where such protection is indicated.

Splinters added 6 injuries to the list. Because of the use of wooden skids and tables, etc. care must be used in picking things up so fingers will not brush against rough wooden surfaces.

Skids are also excellent shin-bumpers and contribute to injuries in this way. Stay clear of them as much as possible and don't attempt to step over them-go around.

One employee suffered a broken bone in the hand when a power tool bit caught in the work. When using power tools select the correct bit for the job and grasp the handles correctly. If the tool has an auxiliary handle, it should be used whenever possible or when the need is indicated.

We know of no studies made to consider the effect of spring fever on accident rates. The coming of spring weather should bring us into a new awareness of the things about us. Use this awareness to alert you to the safe way to do your job.

Philips Artists on TV

The Serendipity Singers will be appearing on TV April 10 on the Bell Telephone Hour and on May 8 on The Ed Sullivan Show.